



REPLY TO  
ATTENTION OF:

CESPD-EE

**DEPARTMENT OF THE ARMY**  
**SOUTH PACIFIC DIVISION, CORPS OF ENGINEERS**  
333 Market Street, Room 923  
San Francisco, California 94105-2195

**12 MAY 2003**

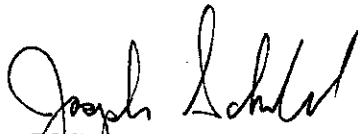
**South Pacific Division Policy on the Prevention of Sexual Harassment**

**I strongly support the Army's zero tolerance policy for sexual harassment. Sexual harassment is a violation of the sex discrimination provisions of Title VII of the Civil Rights Act of 1964. This form of conduct undermines teamwork, violates trust, and reduces quality and readiness. Sexual harassment is unacceptable conduct and will not be tolerated.**

**Leaders at all levels have the obligation and authority to take every step necessary to ensure sexual harassment is prevented, to proactively protect their employees from harassment and to act swiftly and fairly when unacceptable conduct is observed or reported.**

**Individuals who perceive they are being sexually harassed should promptly and clearly communicate that the behavior is offensive and unwelcome. Incidents should be reported to an appropriate supervisor, management official, EEO counselor or the Equal Employment Opportunity Office.**

**All team members in the South Pacific Division will be treated with dignity and respect, and are expected to support this policy and exhibit the highest level of professional behavior. I look forward to your full and personal support.**

  
**JOSEPH SCHROEDEL**  
**COLONEL (P), EN**  
**COMMANDING**

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